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ABSTRACT

The document is concerned with women's failure to plan some reasonable occupational program, the lack of which places increasing pressure on the counselor and the female counselee. The report discusses some research on femininity: (1) how women adjust to the social norm; (2) how women describe the ideal woman; and (3) how women see themselves (self image). Age groups from 25 to 54 are considered and differences between them are noted. Also included are seven suggestions to be applied by the counselor: (1) realize that achievement outside the home is not masculinizing; (2) treat the female counselee with respect; (3) forget the feminine stereotype and learn her entire family background; (4) recognize the presence of guilt feelings; (5) be aware that there is aggression in the feminine personality; (6) broaden the perception of suitable goals for women; and (7) encourage women themselves to decide what needs changing in their behavior. (Author/MC)

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# TOWARD MORE MEANINGFUL COUNSELING WITH WOMEN

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KARL MANNHEIM (1936), IN HIS IDEOLOGY AND UTOPIA, ACCUSED PSYCHOLOGY OF EXISTING IN ANOTHER WORLD AND RECORDING ITS OBSERVATIONS FOR CITIZENS LIVING IN SOME SOCIETY OTHER THAN OUR OWN. THIS DISTANCE BETWEEN EXPERIMENTATION AND REAL LIFE SITUATIONS IS, AND SHOULD BE, MUCH IN THE AWARENESS OF COUNSELORS, AND MASLOW HAS SUGGESTED "WHAT IS NEEDED MOST, IS TO INVESTIGATE WHERE MODERN MEN (AND WOMEN) LIVE AND WHERE THEY MIGHT INCREASE THEIR HUMAN POTENTIAL (1967B)".

THE BASIS OF SPECIAL PROBLEMS OF WOMEN, WHERE THEY LIVE IN TODAY'S SOCIETY, WAS PRESENTED TO THIS GROUP IN 1969 BY DR. COOPERMAN, REPRESENTING THE VETERANS ADMINISTRATION IN ITS CONCERN WITH SPECIAL POPULATIONS. SINCE OVER A THIRD OF THE TOTAL WORK FORCE IN THE UNITED STATES IS COMPRISED OF WOMEN, IT IS STRANGE THAT THEY CONTINUE TO BE A SPECIAL POPULATION OF WORKERS, A STATUS THAT IS UNDOUBTEDLY RELATED TO NEFF'S (1969) BELIEF THAT WHILE MEN ARE RAISED PRIMARILY TO BE WORKERS, AND HUSBANDS AND FATHERS SECOND, WOMEN ARE RAISED PRIMARILY TO BE WIVES AND MOTHERS, AND ONLY WORKERS INCIDENTALLY. THEREFORE, THEY ARE A SPECIAL POPULATION IN THAT THEIR POTENTIAL IS MOSTLY WASTED IN THE WORKING WORLD, SINCE THEY ENTER IT USUALLY POORLY TRAINED, OR OVER AN AGE CONSIDERED COMPETITIVE, OR OF MOST SIGNIFICANCE, WITHOUT BELIEF THAT THERE IS OPPORTUNITY FOR ANYTHING BUT MINOR AND SUPPORTIVE WORK ROLES. THE PROBLEM FOR COUNSELORS IS THAT THEY ARE ASKED TO PROVIDE RATIONAL COUNSELING FOR WHAT APPEARS TO BE AN IRRATIONAL POPULATION, SO THAT MEMBERS OF THAT POPULATION CAN ASSUME A RESPONSIBLE ADULT ROLE IN A CULTURE UNDERGOING SUCH RAPID CHANGE THAT IT PROVIDES NO DESIGNATED, ACCEPTED, OR CONTINUING ADULT ROLE FOR THEM, AND INDEED APPEARS TO RESIST ACCEPTING THAT POPULATION AS ABLE AND RESPONSIBLE. THIS ENIGMA IS CONFOUNDED FOR VETERANS ADMINISTRATION COUNSELORS BECAUSE THEY MUST WORK WITH A POPULATION DIVERSE AS TO AGE, EDUCATIONAL BACKGROUND, SOCIAL CLASS, AND TO EXPECTATIONS.

BY 1969, MOST COUNSELORS HAD ABSORBED THE NOTION THAT WOMEN SHOULD CONSIDER LIFE PLANNING, THAT SMALLER FAMILIES WOULD LEAVE FEMALES "PROCREATIONALLY UNDEREMPLOYED" (MUELLER, 1966), THAT TECHNOLOGICAL CHANGES WOULD REQUIRE EDUCATED WOMEN IN THE LABOR FORCE, AND THAT WOMEN WERE CAPABLE AND INTELLIGENT ON A PAR WITH THE MALE. THE BIGGEST PROBLEM, LAST YEAR, APPEARED TO BE A GENERAL RELUCTANCE OF WOMEN TO ACCEPT THESE FACTS, OR TO PLAN AHEAD HOW TO JUGGLE A CAREER, FAMILY, AND HOME.

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WE ARE NOW IN A NEW DECADE AND A WHOLE NEW BALL GAME, AS THEY SAY. IN THE LAST YEAR, WOMEN'S RIGHTS ORGANIZATIONS HAVE ACCELERATED AT AN UNBELIEVABLE PACE, NOT UNNOTED IN THE MEDIA. MOST OF THE WOMEN'S ORGANIZATIONS, AND IT IS UNFORTUNATE THAT NOT ALL, ARE REFUSING TO MAKE THE SELF-DEFEATING MISTAKE OF EARLIER FEMININIST MOVEMENTS--WHICH FOCUSED

ON THE UNIQUENESS OF WOMEN. MORE WISELY, THE NEW WOMEN ARE DECLARING THAT THEY ARE HUMAN BEINGS, EQUALLY SO WITH MEN, AND THEY PROMISE EMANCIPATION FROM STEREOTYPING FOR BOTH SEXES.

THIS IS A MINOR GROUND SWELL, HOWEVER, COMPARED WITH THE AWAKENED INTEREST IN THE ENVIRONMENT. YOUNG PEOPLE HAVE JOINED THE ECOLOGISTS IN PRESSING FOR POPULATION CONTROL, AND ARE SIGNING PLEDGES, EITHER TO HAVE NO CHILDREN, OR ONE OR TWO AT THE MOST, SINCE POPULATION CONTROL IS THE CRITICAL FACTOR IN REDUCING THE POLLUTION OF THE EARTH. THERE IS SOME EROSION OF THE NOTION OF THE NUCLEAR FAMILY, INCREASING INTEREST IN COMMUNAL LIVING, AND BETTELHEIM (1970) HAS SUGGESTED AN AMERICAN-KIBBUTZ PLAN MAY BE THE ONLY MEANS TO BREAK THE CYCLE OF POVERTY. BEYOND THIS, CALIFORNIA'S LIBERAL NEW DIVORCE LAWS, CERTAIN TO BE FOLLOWED ELSEWHERE, END THE SECURITY OF MARRIAGE FOR WOMEN. FOR ALL OF THESE REASONS, RAISING GIRLS TO BECOME PRIMARILY WIVES AND MOTHERS, AND THE FEMALE'S FAILURE TO PLAN SOME REASONABLE OCCUPATIONAL PROGRAM, APPROXIMATES BOOKING PASSAGE ON THE TITANIC.

CONSEQUENTLY, PRESSURE IS INCREASED ON COUNSELOR AND THE FEMALE COUNSELEE, WITHOUT PROVIDING SPECIFIC DIRECTION. THE PRESIDENT'S COMMITTEE ON HOME AND COMMUNITY (MEAD AND KAPLAN, 1965) ACKNOWLEDGED THAT LITTLE INFORMATION IS AVAILABLE ABOUT THE WAY "GIRLS AND WOMEN RECONCILE WITHIN THEMSELVES THE CONFLICTING SELF-IMAGES, ROLES, AND PRACTICAL REALITIES TO WHICH THEY ARE UNDER PRESSURE TO CONFORM. NOR IS THERE KNOWLEDGE OF THE COMPLEX MOTIVATIONS THAT DETERMINE THEIR DECISIONS".

ERIKSON (1966) WARNED THAT THEORIES, RIGHT OR WRONG, GREATLY AFFECT SUCCEEDING GENERATIONS, AND INDEED THE HIATUS IN OUR KNOWLEDGE OF THE FEMININE PERSONALITY APPEARS TO BE THE RESULT OF TRADITIONAL PSYCHOANALYTIC THEORY WHICH PERSISTS IN MAINTAINING THAT, FOR WOMEN, DEVELOPMENT OF INTELLECTUAL PURSUITS OR INTERESTS OUTSIDE OF THE HOME ARE MASCULINIZING AND LEAD TO PERSONAL CONFLICT. DESPITE EVIDENCE THAT SUCH RESTRICTION OF BEHAVIOR IS INAPPROPRIATE, THE FREUDIAN INFLUENCE IS STILL STRONG IN THE MASS MEDIA, THE "MYSTIQUE", AND IN THE LARGE PERCENTAGE OF UNAWARE WOMEN, THE SO-CALLED "TIA THOMASINAS" OR "DORIS DAYS", WHO RESIST CULTURAL CHANGE AND SOCIAL NEED. THEREFORE IT APPEARS THAT THE COUNSELOR MUST RELY ON PERSONALITY THEORISTS, AND THE RESEARCH FINDINGS OF DEVELOPMENTAL AND SOCIAL PSYCHOLOGY, IF HE IS TO ASSIST IN THE LIFE PLANS OF HALF OF THE HUMAN RACE, FOR PSYCHOANALYTIC THEORY PRE-LIMITS THE PERSONALITY OF THE WOMAN.

ALMOST ALL PSYCHOLOGICAL RESEARCH ON FEMININITY IS BASED ON DATA OBTAINED FROM COLLEGE AGE FEMALES--A HANDY SOURCE OF SUBJECTS--BUT SUCH DATA IS QUESTIONABLE WHEN GENERALIZED TO OLDER WOMEN, TO THOSE LESS INTELLIGENT, OR LESS ECONOMICALLY FAVORED, OR LESS MOTIVATED. THE CREDIBILITY GAP IS INCREASED BY THE FACT THAT MOST SUTDIES ARE DEVISED AND INTERPRETED BY MALE PSYCHOLOGISTS, WHO OFTEN SEEM IN AGREEMENT WITH ELLIS (1965) THAT "PRACTICALLY ALL FEMALES IN OUR SOCIETY SEEM TO BE MODERATELY DISTURBED". DREGER (1969) WARNED THAT "IT IS A DIFFICULT THING FOR THOSE WHO APPROACH RESEARCH WITH STRONG BIASSES TO PERCEIVE EVEN THE DATA BEFORE THEM, TO SAY NOTHING OF THE TRUTHS THE DATA CONVEY".

From current psychological indices of femininity, women appear to be more neurotic, less self-sufficient, more introverted, less dominant, less self-confident, less aggressive, and more socially and field dependent than are men. These measures have resulted from a viewpoint that women are the opposite of men, and that women are perceived in terms of where they stand on a male characteristic (McClelland, 1964). More recently, it was demonstrated that even trained clinicians have different concepts of mental health for men and women which parallel sex-role stereotypes, and a woman is seen as healthy when she "adjusts" to the societal norms just described (Broverman, et al, 1970).

To learn more about where modern woman lives, then, it appeared fruitful to start by forgetting masculinity and femininity, and to look at women alone, by where they measured relative to other women and to how they occupy themselves. A broad sampling of women was undertaken, limited to those married and living with their husband, hopefully to eliminate the possible charge that femininity had been rejected. The subjects were merely asked to describe themselves, via the Adjective Check List (Gough, 1965). Because most individuals are motivated to behave in a way that is congruent with a hypothetical ego-ideal (Kagan and Moss, 1962), the Ss were also asked to describe the Ideal Woman.

The data was subjected to statistical analyses on the basis of socio-economic level, age level, occupation, and attained education, but beyond this, Gough (1965) said that the "greatest value of the list may accrue from---analyzing those words which an individual or group of individuals has checked as self-descriptive", to provide a self-concept picture. In the largest sense, counseling MUST be seen as effecting behavior change, which requires knowledge of what behavior needs changing, the processes that may effect such change, as well as the desired direction of change (Ford and Urban, 1963). The self-concept has been recognized as a workable abstraction (Super, et al, 1963) within which counseling may proceed to fulfill its function.

The total sample of 135 women pictured the Ideal Woman in favorable terms, as self-confident, self-controlled and well ADJUSTED. As the rest of the picture emerged, the concept of the ideal became a little frightening--a person who would make an ideal family retainer, but scarcely a growing personality. She is, according to these Ss, hard-working, conventional, responsible, emphasizing the proper social values and expectations, disowning or ignoring impulse life, patient, obliging, always giving in to others, but expecting no help from these others, and above all--content and accepting of this role in life. The end product of this cultural myth approximates what Weisstein (1969) has scathingly labeled "woman as nigger". When the sample was divided into age groupings, this picture prevailed, with no significant differences. This is important to remember, for developmental research has shown that the female, from infancy onward, is conditioned to attend to the human environment, reinforced by love and approval, and therefore INCREASINGLY socially dependent and conforming, and this is the pattern to which she feels constrained to conform, providing a destiny almost as surely as does anatomy.

SELF-DESCRIPTIONS OF THE TOTAL SAMPLE FOLLOWED THE TREND OF THE IDEAL WOMAN, WITH TWO EXCEPTIONS. WHERE THE IDEAL WAS SEEN AS LOW IN NEED FOR AGGRESSION, THE SELF-DESCRIPTIONS PEAKED ON THIS SCALE. THE INDIVIDUAL HIGH ON THIS SCALE IS SEEN AS COMPETITIVE, AGGRESSIVE, SEEKING TO WIN AND TO VANQUISH. A SECOND DIVERGENCE WAS FOUND ON THE SUCCORANCE SCALE, DEFINED AS SOLICITING SYMPATHY, AFFECTION OR EMOTIONAL SUPPORT FROM OTHERS. THE IDEAL WAS SEEN AS INDEPENDENT AND RESOURCEFUL, WHILE SELF-DESCRIPTIONS SUGGESTED DEPENDENCY. THESE MAY BE EXPLAINED BY DEVELOPMENTAL STUDIES, FOR WHILE GIRLS ARE PUNISHED FOR USE OF PHYSICAL AGGRESSION, VERBAL AGGRESSION IS TOLERATED, AND GIRLS WERE FOUND TO BE EVEN MORE VERBALLY AGGRESSIVE THAN BOYS (MACCOBY, 1966). THE CHECK LIST, A VERBAL INSTRUMENT, MAY BE MEASURING A HUMAN QUALITY THAT HAS BEEN THERE ALL OF THE TIME. ALSO, IT MAY BE HYPOTHESIZED THAT NEED-ACHIEVEMENT IS AS WELL LEARNED BY GIRLS AS BY BOYS IN OUR SCHOOLS. IN ACTUAL LIFE PRACTICE, THE ADULT FEMALE IS GIVEN MORE SOCIAL REWARD FOR PASSIVITY AND DEPENDENCY, CREATING A CONFLICT BETWEEN WHAT IS LEARNED OR PRESENT IN THE PERSONALITY, BUT IS DENIED BY SOCIETY.

MORE INFORMATION RESULTED FROM REDUCING THE SAMPLE TO SMALLER HOMOGENOUS GROUPS ACCORDING TO AGE LEVELS SUGGESTED BY THE U.S. DEPT. OF LABOR STATISTICS, WHICH FOUND MOST WOMEN TO BE EMPLOYED BETWEEN THE AGES OF 18 TO 24, THEN LEAVING THE WORK FIELD, PRESUMABLY FOR MARRIAGE AND FAMILY, BETWEEN THE AGES OF 25 TO 34. WOMEN THEN TEND TO RETURN TO WORK BETWEEN THE AGES OF 35 TO 44, AND THIS TREND CONTINUES INTO THE AGE BRACKETS 45 TO 54, AND OLDER.

WHEN THE 18 TO 24 YEAR OLDS DESCRIBED THEMSELVES, THEY HAD MARKEDLY ELEVATED SCORES ON THE SCALES PURPORTED TO MEASURE HETEROSEXUALITY, EXHIBITIONISM, ACCEPTANCE OF CHANGE, AND SUCCORANCE. A COMPOSITE PICTURE EMERGED OF A SELF-CENTERED AND EVEN NARCISSISTIC POPULATION OF FEMALES, ATTUNED TO THE OPPOSITE SEX, AND WELCOMING CHANGE AND VARIETY OF EXPERIENCE. THEY AGREED, 100% STRONG, IN CHOOSING THE ADJECTIVES AFFECTIONATE AND FRIENDLY, AND 80% OF THEM CHOSE TO DESCRIBE THEMSELVES AS HUMOROUS, INTELLIGENT, CURIOUS AND FEMININE. THIS LIGHT-HEARTED POPULATION HAS PROVIDED MOST OF THE DATA ON THE ADULT FEMALE.

BY CONTRAST, THE 25-34 YEAR OLDS APPEARED TO BE A GREATLY SUBDUED LOT. THEIR ONLY HIGH POINT ON THE PROFILE, DIFFERENTIATING THEM FROM OTHER AGE LEVELS, WAS ON THE SCALE ORDER, PURPORTING TO PLACE SPECIAL EMPHASIS ON NEATNESS, ORGANIZATION, AND PLANNING ONE'S ACTIVITIES, WITH SELF-DENYING AND INHIBITORY TRENDS. THEY, WITH THE OLDEST GROUP OF WOMEN, WERE THE LEAST AGGRESSIVE, AND EARNED THE LOWEST COUNSELING READINESS SCIRE, EQUATED WITH AVAILABLE ANXIETY. 96.6% OF THEM AGREED THAT THEY WERE CIVILIZED. IF, AS IS SUPPOSED, THIS AGE LEVEL IS DEVOTED TO BEARING AND REARING CHILDREN, THE IMPOSITION OF THESE DUTIES RESULTS IN A GREATLY CHANGED SELF-CONCEPT.

BY EARLY MIDDLE-AGE, BETWEEN 35 AND 44, THESE DUTIES APPEAR TO HAVE RESULTED IN A MORE PHLEGMATIC, ROUTINIZED AND CONVENTIONAL INDIVIDUAL. THE WOMEN IN THIS GROUP EARNED THE LOWEST LABILITY SCORE, DENYING THEREBY SPONTANEITY. THEY REPORTED THE LOWEST NEED FOR INTRACEPTION,

SUGGESTING THEY WERE INDIFFERENT TO THE "WHYS" OF BEHAVIOR, THEIR OWN OR THAT OF OTHERS. THEY REPORTED THE HIGHEST NEED FOR ACHIEVEMENT, DOMINANCE, AND ENDURANCE, AND WERE ALSO THE HIGHEST IN EXPRESSION OF AGGRESSION. THIS PICTURE SUGGESTS THAT AS LIFE GETS DULLER, AND DEMANDS LESSEN AS THE CHILDREN BECOME MORE INDEPENDENT, A NEW IDENTITY CRISIS OCCURS, WITH PRESSURE TO FILL THE EXISTENTIAL VACUUM. THE SELF-CONCEPT IS VAGUE AND DISCONTENTED.

THE OLDER WOMEN, AGED 45 AND OLDER, AGAIN PROVIDED A CONTRAST, DESCRIBING THEMSELVES IN THE MOST FAVORABLE TERMS OF ALL OF THE GROUPS, AND AS INDIVIDUALS MOTIVATED TO DO WELL AND IMPRESS OTHERS BY CONVENTIONAL ENDEAVOR. THEY ALSO REPORTED THE HIGHEST NURTURANCE NEED SCORE. GOUGH HAS EQUATED THE HIGH SCORER ON THIS SCALE WITH THOSE HELPFUL AND BENEVOLENT, BUT PERHAPS TOO BLAND, TOO CONVENTIONAL, TOO SOLICITOUS. THESE WOMEN, IT IS NOT SURPRISING TO FIND, ALSO SCORED LOWEST ON AUTONOMY. THIS PICTURE IS A DISTANT ONE FROM PLATO'S NOTION OF THE MATURE WOMAN ABLY PARTICIPATING IN THE BUSINESS OF THE STATE.

WHAT MEANINGS CAN THE COUNSELOR FIND IN THESE DIFFERENCES? TO PARAPHRASE A POPULAR TV SHOW, IT SEEMS THAT THERE IS SOME BAD NEWS AND SOME GOOD NEWS. THE BAD NEWS IS THAT THERE IS A WELL-LEARNED STEREOTYPE OF THE FEMININE ROLE WHICH WOMEN SEE AS IDEALIZED BEHAVIOR, BUT WHICH WOULD APPEAR TO INHIBIT INDIVIDUAL REALIZATION OF POTENTIAL.

THE GOOD NEWS IS THAT ADULT WOMEN CAN AND DO VARY FROM THE STEREOTYPE, ESPECIALLY WHEN THE IMMEDIATE HUMAN ENVIRONMENT DEMANDS SUCH CHANGE, OR WHEN OTHERS APPROVE SUCH CHANGE. IF AGGRESSION AND NEED-ACHIEVEMENT ARE NECESSARY QUALITIES FOR CHANGE, THEY ARE PRESENT, ALTHOUGH APPARENTLY SUPPRESSED. THE SELF-DESCRIPTIONS ALSO SUGGEST THAT WHEN ADHERENCE TO THE SOCIAL STEREOTYPE FAILED TO PROVIDE INDIVIDUAL SATISFACTION, AS IN THE 35 TO 44 YEAR OLD WOMEN, ANOTHER IDENTITY CRISIS OCCURS AND WITHOUT OTHER DIRECTION, THERE IS A TENDENCY TO REGAIN APPROVAL FROM OTHERS BY REVERTING TO EARLIER LEARNED MECHANISMS, OR TO A KIND OF HYPER-STEREOTYPICAL FEMININITY, AS IN THE 45 YEAR AND OLDER GROUP. THE PROCESSES OF CHANGE IN THE ADULT FEMALE, THEN, APPEAR RELATED TO INTERPERSONAL AND SOCIAL DEMANDS, AND TO THE AVAILABILITY OF SOCIALLY APPROVED ALTERNATIVES.

THE RECOGNITION OF AVAILABLE ALTERNATIVES IS A MATTER OF INDIVIDUAL DIFFERENCES, AND APPEARS RELATED TO EARLY FAMILIAL EXPERIENCES. DEVELOPMENTAL STUDIES HAVE FOUND THE BRIGHTER GIRLS TO BE THOSE GRANTED EARLY INDEPENDENCE (DOUVAN AND ADELSON, 1966; MACCOBY, 1966), WHILE GIRLS WHO WERE DENIED SUCH INDEPENDENCE AIMED ONLY FOR MARRIAGE (DOUVAN AND ADELSON, 1966). SANFORD (1966) WARNED THAT THE FEMALE'S FAILURE TO CONSIDER ANY ACTIVITY BEYOND HOUSEWIFE LIMITS THE PERSONALITY, AND THE HOUSEWIVES OF THIS SAMPLE DID DESCRIBE THEMSELVES AS LOW IN NEED FOR AUTONOMY AND NOVELTY OF EXPERIENCE, AS MORE NURTURANT, OR PATIENT, OBLIGING, AND CONCERNED ABOUT OTHERS. THIS CONCERN FOR OTHERS, HOWEVER, WAS UNRELATED TO A NEED FOR INTRACEPTION, OR UNDERSTANDING HUMAN BEHAVIOR, AND THEREFORE DOES NOT SUGGEST DEEP AWARENESS OF THE OTHERS' INDIVIDUALITY.

THE EMPLOYED WOMEN OF THE SAMPLING SCORED HIGHEST IN NEED FOR EXHIBITION AND AUTONOMY, BUT WERE ONLY ONE SCALE POINT HIGHER THAN HOUSEWIVES

IN EXPRESSED AGGRESSION. THEY CONCURRED IN DESCRIBING THEMSELVES AS FRIENDLY AND COOPERATIVE, AND THEY ALONE SAW THE IDEAL WOMAN AS AMBITIOUS. THIS NEGATES KAGAN'S (1964) BELIEF THAT WOMEN WORK ONLY AS AN EXTENSION OF THE NURTURANT FUNCTION, ALTHOUGH GIVING THIS REASON FOR WORKING EARNS SOCIAL APPROVAL.

THE PROFESSIONAL WOMEN SAW MANY MORE POSSIBILITIES WITHIN THEMSELVES AND THE IDEAL WOMAN. THEY DESCRIBED THEMSELVES IN FAVORABLE TERMS, HAD THE HIGHEST NEED FOR ACHIEVEMENT, AND ALSO WERE HIGHEST IN NEED FOR USE OF INTELLECT AND CONCERN WITH UNDERSTANDING HUMAN BEHAVIOR. THEY UNANIMOUSLY DESCRIBED THEMSELVES AS DEPENDABLE, AND ASCRIBED TO THEMSELVES INTELLIGENCE, THOUGHTFULNESS, CURIOSITY, AND MATURITY, WHILE THE IDEAL WAS SEEN AS INDIVIDUALISTIC, WISE, HUMOROUS, AND EXCITABLE.

TO WHAT PRACTICAL USES CAN THE COUNSELOR PUT THESE VARIOUS FINDINGS?

1. HE CAN BE ASSURED THAT PROFESSIONAL TRAINING, HIGHER EDUCATION, AND ACHIEVEMENT OUTSIDE OF THE HOME ARE NOT MASCULINIZING, NOR DO THEY LEAD TO PERSONAL CONFLICT. THE FREUDIANS REFUTED, HE SHOULD BE ABLE TO GIVE WHOLEHEARTED APPROVAL TO VOCATIONAL PLANNING, RECOGNIZING THE FEMININE NEED FOR SUCH APPROVAL.

2. BECAUSE WOMEN ARE EXQUISITELY SENSITIVE TO INTERPERSONAL RESPONSES, AND ALL TOO READY TO PERCEIVE A PEJORATIVE RESPONSE, THE COUNSELOR MUST TREAT THE FEMALE COUNSELEE WITH GRAVITY AND RESPECT. CONDESCENSION, OR A "THERE, THERE--LITTLE LADY" ATTITUDE WILL TURN OFF THE FEMALE CLIENT, AND WHILE SHE MAY LISTEN, SHE WILL NOT BELIEVE. BECKER (1964) WARNED THAT "EARLY DEFICIENCIES IN SELF-VALUE AND FUNDED EXPERIENCE REPRESENT A CONTINUOUSLY PRECARIOUS FOUNDATION UPON WHICH TO BUILD ADULT ACHIEVEMENTS".

3. FORGET THE FEMININE STEREOTYPE AND THE PSYCHOLOGICAL INDICES OF FEMININITY, FOR THEY PRE-LIMIT THE FEMALE CLIENT. RATHER, VIEW THE FEMALE CLIENT AS A HUMAN BEING, CAPABLE OF GROWTH. LEARN THE SPECIAL CIRCUMSTANCES OF HER FAMILY BACKGROUND, PARENTAL ATTITUDES, AND EVEN THE STANDARDS OF THE AREA WHERE SHE HAS LIVED, FOR THERE ARE REGIONAL DIFFERENCES IN THE WILLINGNESS TO "PLAY DUMB". DISCUSS ALL POSSIBLE ALTERNATIVES, EVEN IF SHE REJECTS SUCH IMMEDIATE INFORMATION, FOR THE CLIENT IS THEN FOREWARNED AND BETTER ABLE TO MEET EXPECTED DISCONTINUITIES.

4. RECOGNIZE THE PRIMACY OF INTERPERSONAL DEMANDS, WHICH REALLY MEANS RECOGNIZE THE PRESENCE OF GUILT FEELINGS. THEY MUST BE UNDERSTOOD AND DEALT WITH. EVEN THE DOCTORAL CANDIDATE WILL HAVE TO WORK OUT HOW HER HUSBAND RESPONDS TO HER AMBITIONS, ESPECIALLY IF HE HAS A LESSER EDUCATION. OFTEN THE COUNSELING PROCESS MUST INCLUDE WORKING WITH THE HUSBAND OR FIANCE, TO GAIN HIS APPROVAL OF THE PLANS. THIS MAY BE ESPECIALLY TRUE WITH THE WIVES OF DISABLED VETERANS, WHERE THE TRADITIONAL SEX-ROLE IDENTITY OF BOTH HUSBAND AND WIFE HAVE BEEN SERIOUSLY DISTURBED.

IT WELL MAY BE THAT WOMEN'S FAILURE TO MAKE REALISTIC VOCATIONAL PLANS IS MORE CLOSELY RELATED TO THIS INABILITY TO HANDLE GUILT, FEARS,

DISAPPROVAL, AND POSSIBLE HURT TO THE OTHER, THAN TO HER LACK OF AMBITION TO ACHIEVE. WOMEN USUALLY FAIL TO PERCEIVE THIS AS A SHARED PROBLEM AND BELIEVE THEY SUFFER SOME PERSONAL INADEQUACY, AND THEREFORE ARE RELUCTANT TO INITIATE SUCH DISCUSSIONS.

5. RECOGNIZE THERE IS ANGER AND AGGRESSION IN THE FEMININE PERSONALITY, AND WORK WITH IT. DO NOT WISH IT AWAY, OR IGNORE IT. DREGER (1969) SAID THAT ADOPTING A SUBORDINATE SOCIAL ROLE EVENTUALLY RESULTS IN A CONFUSED SELF-IDENTITY....AND PERCEPTION OF THE WORLD AS A HOSTILE PLACE. SUCH FEMININE ANGER MAY BE OVERT OR COVERT, BUT IT IS THERE. FAILURE TO RECOGNIZE ANGER IN THE SELF AND DEAL WITH THE SOURCE RESULTS IN A PATTERN OF NON-COMMITMENT, WITH PASSIVITY, INDECISION, OR INHIBITION OF ACTION (ANGYAL, 1965).

6. BROADEN THE PERCEPTION OF SUITABLE GOALS FOR WOMEN. GET OUT OF THAT NURSE, STENO, ELEMENTARY SCHOOL TEACHER RUT--AND REALIZE THAT WOMEN MAKE EXCELLENT PROGRAMMERS, TECHNICIANS, PHYSICIANS, ACCOUNT EXECUTIVES, PUBLIC RELATIONS EXPERTS, SCIENTISTS, PHARMACISTS, OR ANYTHING ELSE THEY WANT TO BE. RECENT RESEARCH HAS SHOWN WOMEN TO BE ESPECIALLY ADEPT AT ACCOMODATIVE STRATEGY, (TURNER, 1966) SO THAT BUSINESS MANAGEMENT AND POLITICS SHOULD PROFIT FROM THEIR PRESENCE. WHEN IT COMES TO PROBLEM SOLVING, IT HAS BEEN DEMONSTRATED THAT ALL THAT IS NECESSARY TO MOTIVATE THE FEMALE TO EQUAL THE MALE PERFORMANCE IS TO BE TOLD THAT IT IS ACCEPTABLE AND DESIRABLE FOR FEMALES TO SOLVE PROBLEMS (MACCOBY, 1966).

7. FINALLY, IT IS UP TO WOMEN THEMSELVES TO DECIDE WHAT NEEDS CHANGING IN THEIR BEHAVIOR, TO FIND THE COURAGE TO "BUCK THE CULTURE" AND MAKE THEIR PLACES IN THE NEW WORLD. THESE DECISION, THIS COURAGE--HOWEVER--WILL BE NURTURED AND BORN IN A TRUE COUNSELING RELATIONSHIP WHICH SEEKS THE "DEVELOPMENT AND FLOWERING OF THE INDIVIDUAL AS A FREE HUMAN BEING" (ARBUCKEL, 1967).

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